



SPEAKER'S BIO



JAVIER RAMIREZ

EXECUTIVE MANAGER
DIVISION OF AGENCY INITIATIVES
FEDERAL MEDIATION AND CONCILIATION SERVICE

Javier Ramirez began his FMCS career as a Commissioner in 2005 and is currently the Executive Manager of the Division of Agency Initiatives. This division bears responsibility for the Office of Conflict Management & Prevention, Office of Strategy & Development, the Center for Conflict Resolution and Education, the FMCS Institute for Conflict Management, and the DC and Northern Virginia (HQ) Commissioners. President Biden nominated Mr. Ramirez to be the 20th Director of FMCS in June 2021.

Javier mediated disputes in all sectors of the economy (except air and rail) in professions such as the performing arts, public safety, education, hospitality, healthcare, manufacturing, and packing houses, to name just a few. Javier facilitated/mediated multi-party disputes in manufacturing, construction, and education. He was on the facilitation team for several regulatory negotiations, including the Department of Energy (DOE) negotiations that resulted in the largest energy-saving rule in DOE history. Javier also trained and successfully facilitated parties in various collaborative bargaining models. Notably, Javier collaborated with colleagues to create the FMCS Affinity Bargaining model. He represented the Agency in International tri-partite training efforts in Bangladesh and trained all New Zealand labor mediators on collaborative bargaining. Javier received multiple FMCS performance awards in recognition of his work, including the Director's Award.

Additionally, Javier is regularly requested to present at national and regional conferences on conflict management topics. He guest lectured on labor relations and conflict management at the University of Illinois, University of Colorado Boulder, National Defense University, Harvard, Cornell, Columbia, and other universities.

Prior to FMCS, Javier spent over fourteen years in labor relations, negotiating contracts, and resolving disputes in areas such as immigration, contract administration, communication, staffing, and politics (Federal, State, and Local). His efforts have been featured in Chicago Tribune Magazine, Chicago Lawyer Magazine, and recognized by the College of Labor and Employment Lawyers.

When not in DC, Javier enjoys the performing arts or exploring the great outdoors with his wife and two adult children.